



Code of Ethical Conduct of business partners, providers and subcontractors of POL-MAK Łąwa Sp. z o.o.

Approved by:

Dariusz Makowiak

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Członek Zarządu

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(date and signature)

Version 1.0. dated 09.01.2023



Pol-Mak Łąwa Sp. z o.o. prefers to cooperate with business partners, providers and subcontractors that maintain high ethical standards. This Code of Ethical Business Conduct is the foundation on which relationships based on trust, honesty, respect for human rights and compliance with the law are built. We require compliance with laws, rules and regulations for conducting business in accordance with the law. We expect all our business partners, providers and subcontractors to respect the principles outlined in this Code. The elements described in the document are an important criterion for the selection and evaluation of business partners, providers and subcontractors.

We present this Code to support our business partners, providers and subcontractors in building awareness and developing ethical practices. We believe that an approach based on ethical cooperation and trust benefits us, our business partners, providers and subcontractors.

Responsibilities of business partners, providers and subcontractors of POL-MAK Sp. z o.o.:

POL-MAK ŁAWA Sp. z o.o. believes that at the workplace, throughout the supply chain, all employees should be treated with dignity, fairness and ethics. POL-MAK Łąwa Sp. z o.o.'s business partners, providers and subcontractors are expected to share this commitment to human rights.

1) No discrimination

Business partners, providers and subcontractors shall not discriminate against any employee on the basis of race, religious practice, faith, colour, nationality, gender, sexual orientation (including gender identity), marital status, age, physical or mental disability, medical condition, genetic information, ancestry, veteran status or any other characteristic protected by law.

2) No harassment

Business partners, providers and subcontractors have an obligation to treat all employees humanely and with respect and are committed to providing a harassment-free workplace. Providers shall not use corporal punishment or subject employees to physical, sexual, psychological or verbal harassment. Providers may not use threats of fines against workers as a disciplinary measure.

3) Child labour

Business partners, providers and subcontractors must not employ children.

4) Forced labour and human trafficking



Business partners, providers and subcontractors must not engage in any form of forced, bonded, forced or prison labour. They must not engage in human trafficking or any form of involuntary labour.

5) Remuneration, benefits and working hours

Business partners, providers and subcontractors are required to comply with all relevant remuneration legislation, including minimum wage, overtime and legally prescribed benefits. They are not allowed to reduce wages as a disciplinary measure and, in addition, no deductions not provided for by national or local laws are allowed without the express written consent of the employee concerned.

6) Freedom of association

Business partners, providers and subcontractors are obliged to respect the rights of all employees to associate with others, to form organisations and join organisations of their own choice, and to bargain collectively, without fear of intervention, discrimination, reprisals or harassment.

7) Reporting and investigating irregularities

Any of our business partners, providers and subcontractors with knowledge of possible violations or suspected unethical or illegal behaviour in violation, in their opinion, of this Code may send their comments to the e-mail address opinie-ilawa@pol-mak.com.pl. Feedback shall be received only by Management Board members, who shall decide to which employee the report shall be forwarded to for consideration.